

# 2012

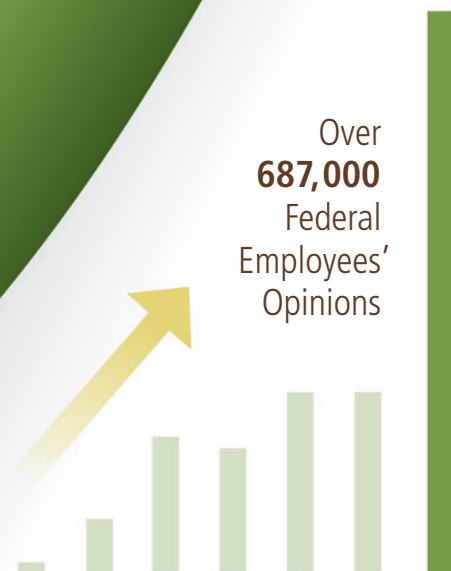
## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

### ENVIRONMENTAL PROTECTION AGENCY AGENCY RESULTS

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT

Over  
**687,000**  
Federal  
Employees'  
Opinions



# ENVIRONMENTAL PROTECTION AGENCY

## 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		1,860	4,198	1,360	1,059	355	8,832	NA
	%	67.8	20.6	47.2	15.8	12.3	4.2	100.0	
2. I have enough information to do my job well.	N		1,604	4,922	1,199	877	210	8,812	NA
	%	73.6	18.0	55.6	13.8	10.2	2.5	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		2,123	3,589	1,432	1,121	504	8,769	NA
	%	64.5	23.8	40.6	16.4	13.1	6.0	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		2,583	4,039	1,178	712	305	8,817	NA
	%	74.5	28.9	45.6	13.7	8.2	3.6	100.0	
*5. I like the kind of work I do.	N		3,192	4,160	938	354	144	8,788	NA
	%	83.4	35.9	47.5	10.9	4.0	1.7	100.0	
6. I know what is expected of me on the job.	N		2,347	4,554	1,008	650	216	8,775	NA
	%	78.3	26.6	51.7	11.6	7.6	2.6	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		5,787	2,808	138	46	34	8,813	NA
	%	97.4	65.2	32.3	1.6	0.5	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N		4,017	3,996	681	92	34	8,820	NA
	%	90.6	45.2	45.5	7.9	1.1	0.4	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		659	3,062	1,577	2,421	1,095	8,814	19
	%	42.0	7.5	34.6	18.0	27.4	12.6	100.0	
*10. My workload is reasonable.	N		730	4,328	1,551	1,565	616	8,790	15
	%	57.4	8.2	49.2	17.8	17.7	7.1	100.0	
*11. My talents are used well in the workplace.	N		1,257	3,897	1,443	1,327	733	8,657	37
	%	58.9	14.3	44.6	16.8	15.5	8.8	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		2,729	4,752	800	332	172	8,785	27
	%	84.7	30.7	54.0	9.4	3.8	2.0	100.0	
*13. The work I do is important.	N		3,832	3,888	749	200	86	8,755	29
	%	88.1	43.6	44.5	8.6	2.3	1.0	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2,188	4,291	1,109	875	345	8,808	17
	%	73.7	24.8	48.9	12.6	9.8	4.0	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		1,902	4,102	1,399	786	509	8,698	121
	%	68.3	21.4	46.9	16.4	9.2	6.1	100.0	
16. I am held accountable for achieving results.	N		2,266	5,048	1,021	320	115	8,770	39
	%	83.1	25.5	57.6	11.9	3.7	1.4	100.0	

Survey Administration Period: April 2, 2012 to May 14, 2012

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\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		1,873	3,092	1,721	714	620	8,020	793
	%	60.8	22.6	38.2	22.0	9.1	8.2	100.0	
*18. My training needs are assessed.	N		836	3,104	2,318	1,655	804	8,717	103
	%	44.2	9.3	35.0	26.9	19.3	9.6	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		1,680	3,472	1,556	1,246	702	8,656	183
	%	59.0	19.2	39.8	18.2	14.4	8.3	100.0	
*20. The people I work with cooperate to get the job done.	N		2,304	4,580	1,097	635	199	8,815	NA
	%	77.7	25.9	51.8	12.8	7.2	2.3	100.0	
*21. My work unit is able to recruit people with the right skills.	N		685	3,134	2,028	1,788	828	8,463	365
	%	44.0	7.8	36.3	24.4	21.5	10.1	100.0	
*22. Promotions in my work unit are based on merit.	N		690	2,662	2,277	1,376	1,115	8,120	696
	%	40.2	8.2	32.0	28.2	17.1	14.4	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		351	1,732	2,325	1,873	1,443	7,724	1,094
	%	26.2	4.3	21.8	30.5	24.5	18.9	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		430	2,434	2,405	1,848	1,002	8,119	691
	%	34.6	5.2	29.5	29.9	22.8	12.7	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		762	2,958	1,992	1,395	976	8,083	731
	%	45.2	9.2	36.0	24.9	17.3	12.5	100.0	
26. Employees in my work unit share job knowledge with each other.	N		1,916	4,702	1,129	683	348	8,778	41
	%	74.6	21.2	53.4	13.3	7.9	4.1	100.0	
27. The skill level in my work unit has improved in the past year.	N		1,050	3,348	2,655	922	405	8,380	440
	%	51.5	12.0	39.4	32.2	11.3	5.0	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		4,079	3,629	952	99	44	8,803	NA
	%	87.2	45.8	41.4	11.1	1.1	0.5	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		1,326	5,007	1,343	672	184	8,532	169
	%	73.5	15.3	58.2	16.2	8.0	2.3	100.0	

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# ENVIRONMENTAL PROTECTION AGENCY

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		756	3,459	2,037	1,585	614	8,451	249
	%	49.2	8.7	40.4	24.3	19.1	7.5	100.0	
31. Employees are recognized for providing high quality products and services.	N		1,030	3,969	1,843	1,134	510	8,486	205
	%	58.2	11.8	46.4	22.0	13.5	6.2	100.0	
*32. Creativity and innovation are rewarded.	N		850	3,100	2,377	1,331	733	8,391	271
	%	46.4	9.9	36.6	28.5	16.1	9.0	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		266	1,350	2,505	2,220	1,534	7,875	795
	%	20.4	3.4	17.0	31.8	28.0	19.7	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		1,453	3,882	1,831	540	451	8,157	525
	%	64.0	17.2	46.8	22.9	7.0	6.1	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		2,416	4,914	807	246	117	8,500	186
	%	85.7	27.7	58.1	9.9	3.0	1.4	100.0	
*36. My organization has prepared employees for potential security threats.	N		1,612	4,949	1,326	474	149	8,510	171
	%	76.6	18.4	58.2	15.8	5.8	1.8	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		1,410	3,180	1,708	885	810	7,993	689
	%	56.4	17.1	39.3	21.8	11.3	10.5	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		1,881	3,500	1,319	465	483	7,648	1,013
	%	69.2	23.7	45.4	17.9	6.3	6.6	100.0	
39. My agency is successful at accomplishing its mission.	N		1,615	4,961	1,380	433	166	8,555	129
	%	76.3	18.5	57.8	16.6	5.2	2.0	100.0	
40. I recommend my organization as a good place to work.	N		2,736	3,822	1,326	567	240	8,691	NA
	%	74.6	30.6	44.0	15.7	6.8	2.9	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		1,044	2,428	2,384	1,181	710	7,747	948
	%	44.5	13.3	31.2	30.6	15.5	9.4	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		3,785	3,562	709	328	232	8,616	55
	%	84.6	43.0	41.6	8.6	4.0	2.9	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		2,607	3,583	1,290	703	439	8,622	29
	%	71.1	29.5	41.6	15.3	8.3	5.3	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		2,189	3,529	1,443	875	524	8,560	69
	%	65.9	25.1	40.8	17.3	10.5	6.3	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		2,212	3,240	1,715	299	283	7,749	902
	%	69.4	27.8	41.6	22.7	4.1	3.8	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		1,886	3,549	1,712	942	511	8,600	45
	%	62.5	21.3	41.2	20.2	11.1	6.1	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		2,330	3,742	1,374	664	431	8,541	114
	%	70.0	26.5	43.5	16.7	8.0	5.3	100.0	
48. My supervisor/team leader listens to what I have to say.	N		3,316	3,726	840	505	260	8,647	NA
	%	81.0	37.7	43.4	10.0	5.9	3.1	100.0	
49. My supervisor/team leader treats me with respect.	N		3,844	3,444	729	365	255	8,637	NA
	%	83.9	43.8	40.2	8.7	4.3	3.1	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		3,157	4,236	581	509	153	8,636	NA
	%	85.3	36.0	49.3	7.0	6.0	1.8	100.0	
*51. I have trust and confidence in my supervisor.	N		3,119	3,031	1,300	672	512	8,634	NA
	%	70.4	35.3	35.1	15.4	8.0	6.2	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		3,544	2,859	1,454	471	312	8,640	NA
	%	73.4	40.3	33.1	17.2	5.6	3.7	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		793	2,914	2,307	1,664	805	8,483	105
	%	42.9	9.1	33.8	27.4	19.9	9.9	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1,440	3,434	1,817	871	645	8,207	370
	%	58.5	17.0	41.5	22.5	10.8	8.2	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		1,425	3,924	1,727	573	400	8,049	519
	%	65.3	17.1	48.3	21.9	7.4	5.3	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		1,216	4,166	1,739	903	480	8,504	68
	%	62.2	13.9	48.3	20.9	10.9	5.9	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,153	4,002	1,843	685	380	8,063	490
	%	62.8	13.9	48.9	23.6	8.8	4.9	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		1,080	3,513	1,903	1,241	649	8,386	189
	%	54.1	12.6	41.5	23.0	14.9	8.0	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		1,303	3,817	1,758	993	505	8,376	198
	%	60.6	15.3	45.3	21.3	11.9	6.2	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		2,037	3,075	1,929	658	535	8,234	342
	%	61.1	24.2	36.9	23.9	8.2	6.8	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		1,516	3,106	1,991	1,164	719	8,496	82
	%	53.7	17.5	36.3	23.6	13.9	8.8	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,637	3,485	1,792	600	338	7,852	721
	%	64.3	20.2	44.1	23.4	7.8	4.6	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		1,209	3,614	1,876	1,410	432	8,541	NA
	%	55.7	13.9	41.9	22.1	16.9	5.2	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		970	3,484	2,027	1,547	506	8,534	NA
	%	51.4	11.1	40.3	24.0	18.5	6.2	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1,332	3,389	1,884	1,334	562	8,501	NA
	%	54.8	15.2	39.6	22.4	15.9	6.9	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		766	2,974	2,635	1,506	633	8,514	NA
	%	43.1	8.7	34.4	31.2	18.1	7.6	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		763	2,261	2,742	1,729	1,028	8,523	NA
	%	34.7	8.7	26.1	32.3	20.5	12.5	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		979	3,332	2,395	1,293	523	8,522	NA
	%	49.8	11.1	38.7	28.5	15.4	6.3	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		1,984	4,069	1,345	795	319	8,512	NA
	%	70.4	22.8	47.6	16.2	9.5	3.9	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		1,865	3,885	1,395	970	409	8,524	NA
	%	66.8	21.3	45.4	16.7	11.6	4.9	100.0	
71. Considering everything, how satisfied are you with your organization?	N		1,521	4,087	1,575	946	407	8,536	NA
	%	64.7	17.2	47.4	18.9	11.4	5.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
<b>Yes</b>	7,415	86.5
<b>No</b>	860	10.3
<b>Not sure</b>	258	3.2
<b>Total</b>	8,533	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
<b>I telework 3 or more days per week.</b>	103	1.2
<b>I telework 1 or 2 days per week.</b>	2,604	30.8
<b>I telework, but no more than 1 or 2 days per month.</b>	1,142	13.1
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	2,250	26.2
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	288	3.5
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	206	2.4
<b>I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.</b>	584	7.0
<b>I do not telework because I choose not to telework.</b>	1,319	15.9
<b>Total</b>	8,496	100.0

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
<b>Yes</b>	5,804	67.7
<b>No</b>	2,469	29.7
<b>Not available to me</b>	212	2.6
<b>Total</b>	8,485	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
<b>Yes</b>	3,490	41.0
<b>No</b>	4,682	55.4
<b>Not available to me</b>	314	3.6
<b>Total</b>	8,486	100.0

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
<b>Yes</b>	1,034	11.9
<b>No</b>	7,165	85.1
<b>Not available to me</b>	237	3.0
<b>Total</b>	8,436	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
<b>Yes</b>	313	3.7
<b>No</b>	7,321	86.5
<b>Not available to me</b>	847	9.8
<b>Total</b>	8,481	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
<b>Yes</b>	283	3.3
<b>No</b>	7,330	86.6
<b>Not available to me</b>	877	10.2
<b>Total</b>	8,490	100.0



## ENVIRONMENTAL PROTECTION AGENCY 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		2,237	2,640	710	343	93	6,023	103
	%	80.6	36.8	43.8	12.0	5.8	1.6	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		3,021	2,357	263	85	32	5,758	52
	%	93.1	51.7	41.5	4.7	1.6	0.6	100.0	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		1,242	1,726	355	63	8	3,394	121
	%	87.1	36.1	51.0	10.7	1.9	0.3	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		308	488	167	20	8	991	139
	%	79.9	30.1	49.8	17.2	2.1	0.9	100.0	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		96	98	64	6	1	265	103
	%	74.2	36.5	37.7	23.1	2.4	0.4	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		58	117	68	4	1	248	82
	%	70.4	22.3	48.1	27.9	1.4	0.4	100.0	

Survey Administration Period: April 2, 2012 to May 14, 2012

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 8,847

Number of surveys administered: 16,778

Response Rate: 52.7%

# ENVIRONMENTAL PROTECTION AGENCY

## 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

85. Where do you work?		<b>N</b>	<b>%</b>
	Headquarters	3,094	36.6
	Field	5,352	63.4
	<b>Total</b>	<b>8,446</b>	<b>100.0</b>
*86. What is your supervisory status?		<b>N</b>	<b>%</b>
	Non-Supervisor	6,352	74.7
	Team Leader	940	11.1
	Supervisor	717	8.4
	Manager	316	3.7
	Executive	177	2.1
	<b>Total</b>	<b>8,502</b>	<b>100.0</b>
*87. Are you:		<b>N</b>	<b>%</b>
	Male	3,864	45.8
	Female	4,581	54.2
	<b>Total</b>	<b>8,445</b>	<b>100.0</b>
*88. Are you Hispanic or Latino?		<b>N</b>	<b>%</b>
	Yes	560	6.7
	No	7,809	93.3
	<b>Total</b>	<b>8,369</b>	<b>100.0</b>
*89. Please select the racial category or categories with which you most closely identify.		<b>N</b>	<b>%</b>
	American Indian or Alaska Native	52	0.6
	Asian	421	5.2
	Black or African American	1,209	14.9
	Native Hawaiian or Other Pacific Islander	26	0.3
	White	6,157	75.8
	Two or more races	260	3.2
	<b>Total</b>	<b>8,125</b>	<b>100.0</b>

Survey Administration Period: April 2, 2012 to May 14, 2012

\* AES prescribed items

Sample or Census: Census

Number of surveys completed: 8,847

Number of surveys administered: 16,778

Response Rate: 52.7%

# ENVIRONMENTAL PROTECTION AGENCY

## 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

90. What is your age group?

	N	%
25 and under	116	1.4
26-29	328	3.9
30-39	1,458	17.4
40-49	2,257	27.0
50-59	3,062	36.6
60 or older	1,146	13.7
Total	8,367	100.0

91. What is your pay category/grade?

	N	%
Federal Wage System	8	0.1
GS 1-6	78	0.9
GS 7-12	2,106	24.9
GS 13-15	6,089	71.9
Senior Executive Service	149	1.8
Senior Level (SL) or Scientific or Professional (ST)	18	0.2
Other	19	0.2
Total	8,467	100.0

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	128	1.5
1 to 3 years	893	10.6
4 to 5 years	478	5.7
6 to 10 years	1,056	12.5
11 to 14 years	929	11.0
15 to 20 years	936	11.1
More than 20 years	4,037	47.7
Total	8,457	100.0

## ENVIRONMENTAL PROTECTION AGENCY 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
<b>Less than 1 year</b>	192	2.3
<b>1 to 3 years</b>	1,172	13.9
<b>4 to 5 years</b>	597	7.1
<b>6 to 10 years</b>	1,145	13.6
<b>11 to 20 years</b>	2,105	24.9
<b>More than 20 years</b>	3,235	38.3
<b>Total</b>	8,446	100.0

94. Are you considering leaving your organization within the next year, and if so, why?

	N	%
<b>No</b>	6,385	75.5
<b>Yes, to retire</b>	452	5.3
<b>Yes, to take another job within the Federal Government</b>	1,067	12.6
<b>Yes, to take another job outside the Federal Government</b>	275	3.3
<b>Yes, other</b>	275	3.3
<b>Total</b>	8,454	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	256	3.1
<b>Between one and three years</b>	811	9.7
<b>Between three and five years</b>	780	9.3
<b>Five or more years</b>	6,521	77.9
<b>Total</b>	8,368	100.0

## ENVIRONMENTAL PROTECTION AGENCY 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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96. Self-Identify as:

	N	%
Heterosexual or Straight	6,628	83.9
Gay, Lesbian, Bisexual, or Transgender	335	4.2
I prefer not to say	940	11.9
Total	7,903	100.0

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	861	10.2
No	7,569	89.8
Total	8,430	100.0

98. Are you an individual with a disability?

	N	%
Yes	632	7.5
No	7,775	92.5
Total	8,407	100.0



United States  
Office of Personnel Management  
Planning and Policy Analysis

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